

## Message Text

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ACTION IO-14

INFO OCT-01 ISO-00 AF-10 ARA-10 EA-10 EUR-12 NEA-10

L-03 CIAE-00 INR-07 NSAE-00 TRSE-00 OMB-01 ABF-01

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FM USMISSION USUN NEW YORK

TO SECSTATE WASHDC 8208

INFO USMISSION GENEVA

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E.O. 11652: N/A

TAGS: AORG, UN

SUBJ: FIFTH COMMITTEE: ICSC REPORT

REF: (A) STATE 284194; (B) GENEVA 11268; (C) GENEVA 11269

1. FIFTH COMMITTEE AD HOC WORKING GROUP ON THE ICSC REPORT WRESTLED THROUGHOUT THE WEEK OF NOVEMBER 28 WITH THE QUESTION OF WHAT THE APPROPRIATE ACTION WOULD BE FOR THE UNGA TO TAKE ON THE GENEVA G-LEVEL SALARIES QUESTION. DRAFT RESOLUTION TABLED BY THE CHAIRMAN THE WEEK BEFORE WAS CARRIED BY DECEMBER 2 INTO ITS FOURTH VERSION AND SERIOUS DIFFERENCES REMAIN, NOTABLY WITH RESPECT TO (A) THE INTENTION OF THE SECRETARY GENERAL TO INTRODUCE TRANSITIONAL ALLOWANCES AND (B) THE WISH OF SOME DELEGATIONS TO IMPOSE A FREEZE ON FURTHER G-LEVEL RECRUITMENT TO FILL VACANCIES WHICH MAY OCCUR IN GENEVA.

2. WHILE THE ICSC ITEM CAME BEFORE THE FIFTH COMMITTEE AS SCHEDULED ON DECEMBER 1 FOR AN INITIAL EXCHANGE, AGAINST THIS BACKDROP IN THE AD HOC WORKING GROUP NO DELEGATIONS TOOK THE FLOOR, AND FIFTH COMMITTEE CONSIDERATION HAS BEEN DEFERRED UNTIL MONDAY, DECEMBER 5.

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3. MAJOR OBSTACLE WE HAVE CONFRONTED HAS BEEN THAT OF HELPING THE WORKING GROUP OVERCOME THE CONSIDERABLE PRESSURE PLACED BY SECRETARIAT OFFICIALS AND (INDIRECTLY AT LEAST) BY STAFF REPRESENTATIVES TO INVOLVE THE FIFTH COMMITTEE DIRECTLY IN THE RESOLUTION OF STAFF-MANAGEMENT DIFFERENCES. FIFTH COMMITTEE CHAIRMAN HAS ON TWO OCCASIONS

ATTEMPTED TO INTRODUCE STAFF COMMUNICATIONS INTO THE WORKING GROUP (BLOCKED BOTH TIMES BY THE U.S. REPRESENTATIVE), AND LET HIMSELF BE PERSUADED THAT SIX HARDLINE STATEMENTS COULD BE ELICITED IN THE FIFTH COMMITTEE FOR THE CONSUMPTION OF THE GENEVA STAFF IF THE ITEM WERE TAKEN UP DECEMBER 1 DESPITE THE INCOMPLETE STATUS OF WORK IN THE WORKING GROUP. AS NOTED ABOVE THIS ALSO BACKFIRED ON HIM.

4. MEANWHILE, LARGELY BECAUSE WORKING GROUP ATTENTION HAS FIXED ON THE GENEVA SALARIES ASPECT OF THE ICSC REPORT, THE USDEL MANAGED TO OBTAIN ACCEPTANCE OF REVISED LANGUAGE IN PART I OF THE DRAFT RESOLUTION RELATING TO OTHER ASPECTS OF THE REPORT OF SPECIAL CONCERN TO THE U.S.

5. DRAFT RESOLUTION AS IT STANDS AT CONCLUSION OF THE WEEK IS AS FOLLOWS, AND WITH GOOD FORTUNE WILL ASSUME FINAL FORM IN THE WORKING GROUP MONDAY, DECEMBER 5.

QTE: THE GENERAL ASSEMBLY,

HAVING CONSIDERED THE THID ANNUAL REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION,

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1. NOTES THE ASSURANCE GIVEN BY THE COMMISSION THAT, IN COMPLIANCE WITH THE REQUEST MADE IN PARAGRAPH 1 OF SECTION I OF GENERAL ASSEMBLY RESOLUTION 31/141 B IT WILL CONTINUE TO KEEP UNDER CONTINUAL REVIEW THE RELATIONSHIP BETWEEN THE LEVELS OF REMUNERATION OF THE COMPARATOR NATIONAL CIVIL SERVICE AND OF THE UNITED NATINS COMMON SYSTEM, IN PARTICULAR WITH RESPECT TO ANY DIVERGENCIES WHICH MIGHT RESULT FROM THE OPERATION OF THE POST ADJUSTMENT SYSTEM;

2. REQUESTS THE COMMISSION TO INFORM THE RHIRTY-THIRD SESSION OF THE GENERAL ASSEMBLY OF THE RESULTS OF THIS REVIEW, WHICH SHOULD INCLUDE A REVIEW IN PARTICULAR OF THE FEASIBILITY OF ESTABLISHING A MODIFIED SYSTEM OF POST ADJUSTMENTS TAKING INTO ACCOUNT THE VIEWS EXPRESSED IN PARAGRAPH 229 OF ITS REPORT A/31/30, AND TO REPORT ON SUCH STEPS AS IT MAY HAVE TAKEN TO BRING ABOUT APPROPRIATE COORECTIVE ACTION EITHER UNDER THE AUTHORITY AND WITH THE MEANS ALREADY AT ITS DISPOSAL OR BY SUBMITTING A RECOMMENDATION TO THE GENERAL ASSEMBLY;

II

3. DECIDES THAT, WITH EFFECT FROM 1 JULY 1978, THE SYSTEM OF POST ADJUSTMENTS BE REVISED TO PROVIDE THAT CHANGES IN CLASS OF POST ADJUSTMENT BE BASED ON INDEX MOVEMENTS OF 5 PER CENT RATHER THAN OF 5 POINTS;

4. AMENDS THE STAFF REGULATIONS OF THE UNITED NATIONS, WITH EFFECT FROM THE SAME DATE, BY REPLACING THE SCHEDULE OF POST ADJUSTMENTS PROVIDED FOR IN PARAGRAPH 9 OF ANNEX I OF THE REGULATIONS BY THE SCHEDULE REPRODUCED (BEGIN BRACKETS) AS ANNEX II.B TO THE COMMISSION'S REPORT (END BRACKETS);

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5. AUTHORIZES THE COMMISSION, ACTING UNDER ARTICLE 11 OF ITS STATUTE, TO TAKE ALL MEASURES NECESSARY FOR THE IMPLEMENTATION OF THIS CHANGE;

III

6. NOTES WITH APPRECIATION THE REPORT ON THE ACTION TAKEN BY THE COMMISSION, UNDER PARAGRAPH 1 OF ARTICLE 12 OF ITS STATUTE AND IN COMPLIANCE WITH RESOLUTION 31/1 WITH RESPECT TO THE SALARIES OF THE GENERAL SERVICE CATEGORY IN GENEVA;

7. NOTES (BEGIN BRACKETS) WITH APPRECIATION (END BRACKETS) THE STATEMENT BY THE SECRETARY-GENERAL OF THE ACTION HE WILL TAKE UNDER THE AUTHORITY VESTED IN HIM BY PARAGRAPH 7 OF ANNEX I OF THE STAFF REGULATIONS (BEGIN BRACKETS) ON THE UNDERSTANDING THAT ANY TRANSITIONAL ARRANGEMENTS INVOLVING INDIVIDUAL ALLOWANCE TO GENERAL SERVICE

STAFF MAY BE DETERMINED ONLY BY THE GENERAL ASSEMBLY ON  
THE RECOMMENDATIONS OF THE ICSC; (END BRACKETS)

8. INVITES THE EXECUTIVE HEADS OF THE OTHER GENEVA-  
BASED ORGANIZATIONS TO TAKE SIMILAR ACTION;  
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9. NOTES THE INTENTION OF THE ICSC TO ADVANCE THE DATE OF ITS  
NEXT SURVEY AND REPORT ON GENERAL SERVICE SALARIES IN GENEVA,  
SO AS TO MAKE ITS RESULTS AVAILABLE TO THE EXECUTIVE HEADS  
DURING THE YEAR 1980, AND TO INFORM THE GENERAL ASSEMBLY  
AT ITS THIRTY-FIFTH SESSION OF THE ACTION TAKEN IN  
THIS REGARD;

(BEGIN BRACKETS) 10. REQUESTS THE SECRETARY-GENERAL TO  
SUSPEND ALL RECRUITMENT OF STAFF IN THE GENERAL SERVICE  
CATEGORY AT GENEVA FINANCED FROM THE REGULAR BUDGET;  
WITH THE EXCEPTION OF UNCTAD, DURING THE BIENNIUM 1978-1979,  
PROVIDED THAT UNFORESEEN AND EXTRAORDINARY SITUATIONS MAY  
BE REFERRED TO THE ADVISORY COMMITTEE FOR CONSIDERATION  
UNDER THE RELEVANT RESOLUTIONS OF THE GENERAL ASSEMBLY.  
(END BRACKETS) UNQTE.

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